

05-79 Original Copy
Board of Education

4-1121

NEGOTIATED AGREEMENT

between the

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

and the

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT ASSOCIATION OF PRINCIPALS

AND SUPERVISORS

α JULY 1, 1981 through JUNE 30, 1983

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ARTICLE I

RECOGNITION

- A. UNIT MEMBERSHIP - Subject Area Supervisors, Supervisor of Guidance, Supervisor of Special Education, High School Principal, High School Assistant Principal, Junior High School Principal, Supervisor of Curriculum. In accordance with Chapter 123, Public Laws of 1974, the Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all certified administrative personnel whether under contract, on leave, or on a per diem basis, employed or to be employed by the Board, but excluding the superintendent and board secretary.

B. DEFINITION

Unless otherwise indicated, the term "administrator" when used hereinafter in this agreement, shall refer to all professional employees represented by the Association negotiating unit as above defined. References to male administrators shall include female administrators. References in singular shall apply in the plural as well.

ARTICLE II
NEGOTIATIONS PROCEDURE

- A. Any Agreement negotiated by the parties shall apply to all administrators in the unit, shall be reduced to writing, and, when approved by the appropriate resolution of the Association, and adopted by the appropriate resolution by the Board, shall be signed by the Association and the Board representatives.
- B. Parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123 of Public Law of 1974 in a good faith effort to reach Agreement in all matters concerning terms and conditions of employment.
- C. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by a majority of both parties.
- D. In preparation for and during negotiations the Board shall provide relevant data requested by the Association and permit inspection of all pertinent records, data and information and one copy each thereof, without cost to the Association.
- E. In accordance with the Chapter 123 PL 1974 proposed new rules or modifications of rules changing terms and conditions of employment shall be negotiated with the Association.
- F. The Board agrees not to negotiate concerning said employees and negotiating units so defined in Article I of this Agreement with any organization other than the Association for the duration of this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A grievance is a complaint by which an employee or employees in the bargaining unit may appeal the interpretation, application or violation of policies, agreements, and administrative decisions affecting them. It is the policy of the Board and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of recrimination because of its use.

B. Principles

1. A grievance to be considered under this procedure shall be presented by the grievant not later than twenty-one (21) calendar days after the occurrence of the grievance or after twenty-one (21) days after aggrieved party has reasonable cause to have notice thereof. The number of days allotted to each step of the grievance procedure is to be considered as a maximum time limit. Every attempt should be made to resolve grievances as quickly as possible.
2. In the event that a grievance is filed at such time as it cannot be processed through all the steps in this grievance procedure within the school year, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as practicable.
3. The grievant may present and process his grievance personally or through an appropriate representative. The aggrieved may be personally present at all steps of the grievance procedure. Should the aggrieved want to process his grievance personally or through an appropriate representative of his choosing, he may do so; however, the majority unit shall be notified by the grievant and shall have the right to have its own representative present.

Grievance Procedure (continued)

4. Should a grievance result from action taken by the superintendent or the Board, a grievant may present the grievance initially at the second step of the grievance procedure.

C. Procedure

STEP 1. A grievant (a supervisor or assistant principal) may initially discuss the matter, identify it as a grievance, with the immediate superior in an attempt to settle the grievance informally. This is not intended to extend the grievance time set forth in Section B, Subsection 1.

(a) A grievant shall file his grievance in writing to the immediate superior and forward copies to the Superintendent of Schools.

(b) The immediate superior shall have ten (10) working days from the date of submission to render a decision. If a decision has not been rendered in ten (10) working days, the request for relief shall be considered granted. The immediate superior shall forward a copy of his decision to the superintendent.

STEP 2. If the grievance has not been resolved in Step 1 of the procedure, the grievant may file the grievance in writing to the Superintendent of Schools. If the immediate superior is the superintendent then the appeal should be to the Board of Education and the grievance shall be filed with the Board Secretary. This shall be done no later than six (6) working days following the written decision of the immediate superior.

(a) The grievant and his representative and his superior, or the Board of Education, shall meet in an attempt to resolve the grievance not later than five (5) working days following the date on which the grievance was filed in Step 2. (Thirty-five days for appeal to the board.)

(b) The written decision shall be communicated to the grievant not later than ten (10) working days after that meeting.

(c) If at this level the grievance was filed with the superintendent, the step shall be repeated for filing with the Board of Education.

Grievance Procedure (continued)

(d) If no decision has been rendered in writing within the time frames noted, the request for relief shall be considered granted.

STEP 3. In accordance with the provisions herein, in the event the decision sought to be appealed is that of the Board, the next step is that of binding arbitration described in Step 4. The hearing at the Board level may be with the Board or the Board's representative which may consist of one or more persons designated by the Board.

STEP 4

(a) In the event the grievant is dissatisfied with the determination of the Board of Education, the matter may be submitted to binding arbitration. Request for arbitration shall be made in writing no later than fifteen (15) working days following the determination of the Board.

(b) A request for the names of seven (7) arbitrators shall be made to the American Arbitration Association and upon receipt of the names of the proposed arbitrators, representatives of the Board and the Association shall strike names from the list in accordance with the rules and regulations of the American Arbitration Association in regard to a selection of an arbitrator.

(c) The arbitrators decision will be in writing and will set forth his findings, reasonings, and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding on both parties; however, the arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative or adds to or detracts from the provisions of this Agreement.

(d) The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly, and shall issue a decision no later than twenty (20) days from the close of the

Grievance Procedure (continued)

hearings, or if formal hearings have been waived, then from the date the final statements and proofs are submitted to him.

(e) The cost for the services of the arbitrator including per diem expenses, if any, and the cost of the hearing, if any, shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring such expense.

D. Miscellaneous

1. Forms for filing grievances, serving notices, making appeals, making reports and recommendations and other necessary documents shall be jointly prepared by the superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

2. Meetings and hearings under this procedure shall not be conducted in public and shall include only such parties of interest and the designated or selected representative heretofore referred to in this article.

3. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

ARTICLE IV

ADMINISTRATIVE RIGHTS

A. Just Cause Provision

1. No administrator shall be disciplined, reduced in rank or compensation, or deprived of any professional advantage without just cause.
2. Whenever any administrator is required to appear before the Board, the Superintendent, or any committee of the Board thereof concerning any matter that could adversely affect employment of that administrator, he shall be given prior written notice of the reasons for such meeting or the interview and may have representatives of the Association and/or an attorney present to advise him and to represent him during such meetings or interview.

B. Criticism of Administrators

1. Any criticism by a superior or member of the Board of Education of the administrator shall remain in confidence and not in the presence of other teachers, parents, students, or at public gatherings.
Before the Board responds to criticisms of an administrator made by the public, the administrator in question shall be afforded the opportunity to either meet with the Board or direct a communique to them relative to public comments.
2. Nothing contained herein shall be construed to deny or restrict to any administrators such rights as he may have in the New Jersey School Laws, other applicable laws and regulations. The rights granted to administrators hereunder shall be deemed to be in addition to those provided elsewhere.
3. Except as this Agreement hereinafter shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement, shall continue to be so applicable during the

Administrative Rights (continued)

terms of this Agreement. Unless otherwise stated in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any administrators benefits existing prior to its effective date.

C. Medical Reimbursement

The Board shall create an account of \$150 in the 1981-82 year and \$300 in 1982-83 for each administrator which shall be for the purpose of reimbursing each administrator for any medical expense for himself/herself or his/her family which is not covered by any other insurance provided herein. This account is for each school year and is non-accumulative. There shall be two (2) reimbursement dates each school year. Receipts shall be submitted to the Secretary of the Board of Education or her designee by November 30 and/or May 30. Payment dates shall be on or before December 30 and on or before June 30.

D. Selection of Personnel

The building administrator shall recommend the appointment of all professional and non-professional personnel in his building, and provide a list of recommended candidates to the Superintendent. The Superintendent shall select from the list of recommended personnel or request additional names from the principal. The high school principal shall select from candidates recommended by department supervisors. Should the principal find the recommended candidates unacceptable, he shall request additional candidates from the supervisor. Should the Superintendent deem it necessary for an administrator to interview for positions during the time when the administrator is normally on vacation, the Board shall reimburse him for one day's pay for each day worked, based upon his annual salary or receive additional vacation. Whether the compensation is reimbursement or additional vacation days, shall be at the discretion of the Superintendent.

Administrative Rights (continued)

E. Retirement Benefits

For the school year 1981-82, administrators who retire from the district and qualify for pension in accordance with the provisions of the Teacher's Pension and Annuity Fund shall be reimbursed for unused sick leave in excess of seventy-five (75) days at the rate of 20% of his/her per diem (calculated at 1/200th of annual salary for ten month employees and 1/240th of annual salary for twelve month employees at the time of retirement) rate provided at least fifteen (15) years of teaching has been completed in the Lower Cape May Regional School District.

Commencing the school year 1982-83, administrators who retire from the district and qualify for pension in accordance with the provisions of the Teacher's Pension and Annuity Fund shall be reimbursed for unused sick leave at the rate of 25% of his/her per diem (calculated at 1/200th of annual salary for ten month employees and 1/240th of annual salary for twelve month employees at the time of retirement) rate provided at least fifteen (15) years of teaching has been completed in the Lower Cape May Regional School District.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. Whenever any representative of the Association or any administrator is mutually scheduled by the Board and the Association to participate during working hours in negotiations, grievance procedures, other proceedings, conferences or meetings, he shall suffer no loss of pay.
- B. Representatives of the Association, the New Jersey Association of Elementary and Secondary School Principals and Supervisors, shall be permitted to transact official Association business on school property at all reasonable times providing it shall not interfere with or interrupt normal school operations. Said representatives shall notify the appropriate building principal upon arrival on the premises during school hours.
- C. The Association representatives have the right to use school buildings and premises at all reasonable hours for meetings. The superintendent shall be notified in writing in advance of the time and place of all such meetings.
- D. The Association has the right to use school equipment, including typewriters, mimeograph machines or other duplicating equipment, calculating machines and all types of audiovisual equipment at reasonable time for such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies that are used.

ARTICLE VI

SCHOOL CALENDAR AND ADMINISTRATIVE WORK YEAR

- A. Administrators with a twelve (12) month contract shall be required to work on all days when school is in session and normal working days during the months of July and August.
- B. Ten (10) month employees shall work the same calendar as that of the teachers. The school calendar, when fixed and adopted by the Board of Education, after consultation with the Administrators Association, shall be considered as part of this Agreement and shall be attached hereto as Schedule B.
- C. All twelve (12) month administrators shall have one month paid vacation, twenty-two (22) days which may be taken anytime during the school year upon approval by the Superintendent of Schools.
- D. Should the Board desire an administrator's service during the summer vacation, the Board shall notify the individual administrator of that request by April 1 and shall be offered a salary based on the prorata salary in effect for the fiscal year in which the services are being performed. The administrator is not compelled to accept such employment, but the Board must first employ candidates for such work regularly employed in these positions before seeking other candidates. An administrator's decision not to accept such employment shall not be considered negatively against him and shall not become a part of any evaluation.

ARTICLE VII
ADMINISTRATIVE EMPLOYMENT

- A. Each administrator shall be placed on the appropriate experienced step of the salary guide.
- B. Administrators with previous experience in the Lower Cape May Regional School District shall, upon returning to the system, receive full credit under the salary guide for up to four years military experience as provided herein and in accordance with paragraph A above.
- C. Administrators will be notified in writing of their contract and salary status for the ensuing year no later than March 1.
- D. Each administrator shall be provided adequate secretarial services for his use in order for work to be completed.
- E. Each administrator shall be provided an appropriate office facility with all necessary accouterments in order to carry out his responsibilities in a hazard free and efficiency oriented environment.

ARTICLE VIII

INSURANCE PROTECTION

A. Full Health Care Coverage

1. The Board shall provide the health care insurance protection for each administrator/supervisor and his eligible dependents for Blue Cross/Blue Shield, Rider J, and Major Medical benefits program.
2. The Board shall provide for a prescription plan equal to the one currently in effect for each employee and eligible dependents at a shared cost expense of 50% to be paid by the Board and 50% to be paid by the employee.

ARTICLE IX

EVALUATION

A. Right to Full Knowledge

1. The Board and the superintendent shall subscribe to the principle that an employee has the right to full knowledge regarding the judgment of his superiors respecting the effectiveness of his performance, and, in fact, further, he is entitled to receive such recommendations as will assist him increase the effectiveness of his performance.

B. Frequency of Review

1. Therefore, the superintendent shall establish supervisory procedures that will guarantee a minimum of three (3) written evaluations per year for each non-tenured administrator at least one (1) in each semester and shall assess him on each area of the job description in precise and concrete terms. Each evaluation shall include appropriate recommendations on each specific area as well as a general assessment. The same procedure shall apply to all tenured personnel. No such evaluation shall be placed in the administrator's file or otherwise acted upon without a prior conference with the administrator.

2. The administrator shall have the right, upon request, to review his personnel file and to receive one copy at Board expense of any material contained therein. In the event an administrator believes a certain document is inappropriate within his file, he has the right to request of the Superintendent its removal. An administrator is entitled to have a representative of the Association accompany him during such an interview. The administrator shall have the right to indicate those materials which he believes to be obsolete or otherwise inappropriate to maintain. Said materials shall be reviewed by the Superintendent or

Evaluation (continued)

his designee and/if in fact, they are obsolete and inappropriate to retain, they shall be destroyed. The superintendent or his designee shall make that final decision. Otherwise, if there is a dispute, the administrator has the right to attach a statement to the files in question.

3. No material derogatory to the administrator's conduct, service, character, personality, shall be placed in his personnel file unless the administrator has the opportunity to review the material. The administrator shall acknowledge that he has had the opportunity to review said material by affixing his signature on the copy to be filed with the express understanding that such a signature in no way indicates agreement with the contents thereof. The administrator shall also have the right to submit a written answer to such material and his answer shall be attached to the file copy.

4. The Board will not establish any personnel file which is not available for the administrator's inspection.

5. Each administrator shall be notified of any information, correspondence, or written material that shall be placed into his personnel file and have the right to attach a statement thereto.

6. The Board agrees to protect the confidentiality of personnel matters, references, academic credentials and other similar documents of each administrator.

C. Results of Tests

Results of standardized tests used for evaluating students and programs shall not be used as a means to evaluate administrative performance recognizing that there are many variables that effect the student's achievement including the socio-economic level of students, the home environment, and the student's motivation.

ARTICLE X
TUITION REIMBURSEMENT

Upon prior approval of the Superintendent for up to six (6) graduate credits taken during a contract year (July 1 to June 30), an administrator shall receive reimbursement. The reimbursement shall be based upon the administrator receiving credit for courses taken. Payments shall be made upon submission of proof of payment in the amount thereof. Reimbursement to be at the New Jersey State College rate.

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT
SALARY GUIDE (ADMINISTRATORS)

1981-1982 - 1982-1983

SUPERVISORS - NUMBER OF TEACHERS SUPERVISED

	1-4	5-8	9+
1981 - 1982	\$1,250	\$1,500.	\$1,750.
1982 - 1983	\$1,500.	\$1,750.	\$2,000.

MINIMUM

SUPERVISORY PERIODS	1	2	3
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NOTE:

For each supervisory period assigned to other duties will be equal to \$500. per year additional salary.

The subject area supervisors, supervisor of guidance and special education supervisor's base salary will reflect the proper experience step in accordance with the current Teacher's Association Salary Guide.

PRINCIPALS	HIGH SCHOOL	MIDDLE	SUP. OF CURR.	ASST. H.S. (10 month)
1981-1982	\$34,000.	\$30,000.	\$21,000.	\$19,500.
1982-1983	\$36,500. Mr. Beattie	\$33,000. Mrs. Babbitt	\$23,500. Mr. Safer	\$21,000. To Be Appointed

NOTE: The above guide was negotiated for existing administrators currently employed in the above listed positions. Should a vacancy occur in any of the above positions, the Board of Education will establish the beginning salary of the new administrator reflecting previous experience and qualifications for the job.

ARTICLE XII
LEAVES OF ABSENCE

A. Sick Leave

1. All ten (10) month administrators shall be entitled to ten (10) sick leave days for each school year as on the official days of said school year regardless whether they report for duty on that day.

2. All twelve (12) month employees shall receive twelve (12) sick days for each school year under the same conditions as above. Sick leave days shall be accumulated from year to year with no maximum.

B. Personal

1. Each administrator shall receive three (3) personal leave days per year for personal, legal business, or household family matters. Application for personal days should be submitted to the superintendent or to the administrator's immediate superior at least one (1) day prior to taking said leave. In the event of an emergency which precludes the provision of one (1) day notice, notice shall be provided at the earliest date thereafter.

2. Time necessary for appearances for any legal proceeding connected with the administrator's employment or with the school system will not result in the loss of pay or personal leave days.

3. In case the administrator is quarantined by an appropriate governmental agency, no loss of pay or personal leave days shall be the result.

4. Critical illness or death in the immediate family such as a spouse, child, mother, father, sister, brother, grandparent, grandchild and in-laws shall constitute an excused absence up to five (5) days per occurrence. Such absence shall not result in the loss of personal days. Administrators may request one (1) day of leave for death of a close friend which is subject to denial by the Superintendent in accordance with the needs of the school system.

Leaves of Absence (continued)

C. Childbearing Leave

Administrators may apply for and be granted sick leave due to pregnancy for a period not to exceed four (4) weeks before and four (4) weeks after the delivery of a child. Medical certification shall be required in accordance with NJSA 18A:30-1 sick leave et seq. The Board retains the right to have its own physician verify the medical certification. The number of sick leave days taken shall not exceed the number the individual has accumulated.

D. Child Rearing Leave

1. Administrators may apply for and may be granted child rearing leave for the balance of the school year during which the child bearing leave, as specified above, occurs. Child rearing leave shall be without pay or benefits. Administrators absent less than ninety (90) school days shall receive an increment the following year upon return and all benefits shall be restored.

2. Female administrators not utilizing child bearing leave as specified above may apply for and may be granted child rearing leave for the balance of the school year during which the birth occurs. Child rearing leave shall be without pay or benefits. Female administrators absent less than ninety (90) school days shall receive an increment the following year upon return and all benefits shall be restored.

ARTICLE XIII

PROTECTION OF ADMINISTRATORS

- A. When absences arise as a result of an injury to an administrator received while acting in the conduct of his duties, the administrator shall not forfeit any sick leave or personal leave.
- B. Absences because of injury arising out of administrator's employment shall be compensated in accordance with the provisions of the Worker's Compensation Law and N.J.S.A. 18A:30-1 Et Seq.

ARTICLE XIV
REPRESENTATION FEE

A. Notification

Prior to the beginning of each year, the Association will notify the Board in writing of the amount of the regular membership dues. In addition, the Association will submit to the Board a list of those employees in the unit who are non-members. The Board will deduct the full amount of the representation fee (85%) from the salaries of such employees.

B. Deduction

The Board will deduct the representation fee in equal installments, (as nearly as possible), from the paychecks of the employees on the aforesaid list during the remainder of the membership year. If an employee who is required to pay a representation fee terminates during the year, the Board will deduct the unpaid portion from the last paycheck. The transmission of such fees, as nearly as possible, shall be the same as the transmission of regular membership dues.

C. Liability

The Association agrees to indemnify and hold the Board harmless against any liability (except willful misconduct) which may arise by reason of any action taken by the Board in complying with this Article.

ARTICLE XV
MISCELLANEOUS PROVISIONS

- A. The Agreement shall be construed as though it were Board policy with the terms of this Agreement. The Board shall carry out the commitments contained herein and give them full force and effectiveness as though they were Board policy. If any provision of this Agreement or application of this Agreement to any employee or group employees is held to be contrary to law, that such provision or application shall not be deemed valid in substance except to the extent permitted by law, but all other provisions of applications shall continue in full force and effect. Copies of this Agreement shall be printed at the expense of the Board. After Agreement between parties regarding the format, it shall be distributed to all administrators employed by the Board. If this Agreement is concluded prior to the completion of succeeding Agreement, the provisions herein shall be continued until the acceptance of a successor contract officially adopted by both parties.
- B. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by contacting either the president of the Association or the president of the Board for the duration of this Agreement. This Agreement shall be effective as of July 1, 1981, and shall continue in full force through June 30, 1982, except for the Association's right to negotiate over successful Agreements as provided herein.

ARTICLE XVI

DURATION

This Agreement shall be in full force and effect as of July 1, 1981, and shall remain in effect to and including June 30, 1983. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, pursuant to the Rules of the Public Employment Relations Act, of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals on this 27th day of August, 1981.

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

LOWER CAPE MAY REGIONAL
SCHOOL DISTRICT ASSOCIATION
OF PRINCIPALS AND SUPERVISORS

By:

Jane D. Turkington, Sec

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT
1981 - 1982 SALARY GUIDE (TEACHERS)

YEARS of EMPLOYMENT	Non Degree	Bachelors Degree	Bachelors + 15	Bachelors + 30	Masters Degree	Masters + 15	Masters + 30	Doctorate
1	12,000.	12,600.	12,890.	13,180.	13,470.	13,760.	14,050.	14,339.
2	12,552.	13,180.	13,470.	13,760.	14,050.	14,340.	14,630.	14,919.
3	13,104.	13,760.	14,050.	14,340.	14,630.	14,920.	15,210.	15,499.
4	13,656.	14,340.	14,630.	14,920.	15,210.	15,500.	15,790.	16,079.
5	14,208.	14,920.	15,210.	15,500.	15,790.	16,080.	16,370.	16,659.
6	14,760.	15,500.	15,790.	16,080.	16,370.	16,660.	16,950.	17,239.
7	15,312.	16,080.	16,370.	16,660.	16,950.	17,240.	17,530.	17,819.
8	15,864.	16,660.	16,950.	17,240.	17,530.	17,820.	18,110.	18,399.
9	16,416.	17,240.	17,530.	17,820.	18,110.	18,400.	18,690.	18,979.
10	16,968.	17,820.	18,110.	18,400.	18,690.	18,980.	19,270.	19,559.
11	17,520.	18,400.	18,690.	18,980.	19,270.	19,560.	19,850.	20,139.
12	18,072.	18,980.	19,270.	19,560.	19,850.	20,140.	20,430.	20,719.
13	18,624.	19,560.	19,850.	20,140.	20,430.	20,720.	21,010.	21,299.
14	19,176.	20,140.	20,430.	20,720.	21,010.	21,300.	21,590.	21,879.
15	19,728.	20,720.	21,010.	21,300.	21,590.	21,880.	22,170.	22,459.
16	20,280.	21,300.	21,590.	21,880.	22,170.	22,460.	22,750.	23,039.

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

1982 - 1983 SALARY GUIDE (TEACHERS)

Years of Employment	Non Degree	Bachelors Degree	Bachelors + 15	Bachelors + 30	Masters Degree	Masters + 15	Masters + 30	Doctorate
1	12,958.	13,558.	13,870.	14,182.	14,494.	14,805.	15,117.	15,429.
2	13,554.	14,182.	14,494.	14,806.	15,118.	15,429.	15,741.	16,053.
3	14,150.	14,806.	15,118.	15,430.	15,742.	16,053.	16,365.	16,677.
4	14,746.	15,430.	15,742.	16,054.	16,366.	16,677.	16,989.	17,301.
5	15,342.	16,054.	16,366.	16,678.	16,990.	17,301.	17,613.	17,925.
6	15,938.	16,678.	16,990.	17,302.	17,614.	17,925.	18,237.	18,549.
7	16,534.	17,302.	17,614.	17,926.	18,238.	18,549.	18,861.	19,173.
8	17,130.	17,926.	18,238.	18,550.	18,862.	19,173.	19,485.	19,797.
9	17,726.	18,550.	18,862.	19,174.	19,486.	19,797.	20,109.	20,421.
10	18,322.	19,174.	19,486.	19,798.	20,110.	20,421.	20,733.	21,045.
11	18,918.	19,798.	20,110.	20,422.	20,734.	21,045.	21,357.	21,669.
12	19,514.	20,422.	20,734.	21,046.	21,358.	21,669.	21,981.	22,293.
13	20,110.	21,046.	21,358.	21,670.	21,982.	22,293.	22,605.	22,917.
14	20,706.	21,670.	21,982.	22,294.	22,606.	22,917.	23,229.	23,541.
15	21,302.	22,294.	22,606.	22,918.	23,230.	23,541.	23,853.	24,165.
16	21,898.	22,918.	23,230.	23,542.	23,854.	24,165.	24,477.	24,789.